

THE SLEEPING DRAGON AWAKES: HR LESSONS TO LEARN FROM CHINA

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The Sleeping Dragon awakes! China is a big country, and now with its diverse and complex market, is experiencing a massive change. While other countries are experiencing laying off of employees and closing of businesses, in China, people are growing, businesses are expanding and technology is fast changing.

The pressing issue of most Chinese companies is how to manage change. And in the course of facing this issue, they are implementing four HR policies.

First, companies are changing teams, up to a point when they are slowly changing their culture.

Second, they promote open dialogue among employees within a company. Management is likewise setting up learning communities --- constructive, self-guided learning centers where everybody can discuss work improvement matters.

Third, they develop leaders thru internal and external training. They even send them for training abroad.

Finally, they build loyalty among their employees by giving them the right motivation, good environment and the right compensation.

